

1 AN ACT concerning public employee benefits.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Illinois Pension Code is amended by changing  
5 Sections 7-109, 15-106, 15-107, and 16-106 as follows:

6 (40 ILCS 5/7-109) (from Ch. 108 1/2, par. 7-109)

7 (Text of Section WITHOUT the changes made by P.A. 98-599,  
8 which has been held unconstitutional)

9 Sec. 7-109. Employee.

10 (1) "Employee" means any person who:

11 (a) 1. Receives earnings as payment for the performance  
12 of personal services or official duties out of the  
13 general fund of a municipality, or out of any special  
14 fund or funds controlled by a municipality, or by an  
15 instrumentality thereof, or a participating  
16 instrumentality, including, in counties, the fees or  
17 earnings of any county fee office; and

18 2. Under the usual common law rules applicable in  
19 determining the employer-employee relationship, has  
20 the status of an employee with a municipality, or any  
21 instrumentality thereof, or a participating  
22 instrumentality, including aldermen, county  
23 supervisors and other persons (excepting those

1           employed as independent contractors) who are paid  
2           compensation, fees, allowances or other emolument for  
3           official duties, and, in counties, the several county  
4           fee offices.

5           (b) Serves as a township treasurer appointed under the  
6           School Code, as heretofore or hereafter amended, and who  
7           receives for such services regular compensation as  
8           distinguished from per diem compensation, and any regular  
9           employee in the office of any township treasurer whether or  
10          not his earnings are paid from the income of the permanent  
11          township fund or from funds subject to distribution to the  
12          several school districts and parts of school districts as  
13          provided in the School Code, or from both such sources; or  
14          is the chief executive officer, chief educational officer,  
15          chief fiscal officer, or other employee of a Financial  
16          Oversight Panel established pursuant to Article 1H of the  
17          School Code, other than a superintendent or certified  
18          school business official, except that such person shall not  
19          be treated as an employee under this Section if that person  
20          has negotiated with the Financial Oversight Panel, in  
21          conjunction with the school district, a contractual  
22          agreement for exclusion from this Section.

23          (c) Holds an elective office in a municipality,  
24          instrumentality thereof or participating instrumentality.

25          (2) "Employee" does not include persons who:

26          (a) Are eligible for inclusion under any of the

1 following laws:

2 1. "An Act in relation to an Illinois State  
3 Teachers' Pension and Retirement Fund", approved May  
4 27, 1915, as amended;

5 2. Articles 15 and 16 of this Code.

6 However, such persons shall be included as employees to  
7 the extent of earnings that are not eligible for inclusion  
8 under the foregoing laws for services not of an  
9 instructional nature of any kind.

10 However, any member of the armed forces who is employed  
11 as a teacher of subjects in the Reserve Officers Training  
12 Corps of any school and who is not certified under the law  
13 governing the certification of teachers shall be included  
14 as an employee.

15 (b) Are designated by the governing body of a  
16 municipality in which a pension fund is required by law to  
17 be established for policemen or firemen, respectively, as  
18 performing police or fire protection duties, except that  
19 when such persons are the heads of the police or fire  
20 department and are not eligible to be included within any  
21 such pension fund, they shall be included within this  
22 Article; provided, that such persons shall not be excluded  
23 to the extent of concurrent service and earnings not  
24 designated as being for police or fire protection duties.  
25 However, (i) any head of a police department who was a  
26 participant under this Article immediately before October

1 1, 1977 and did not elect, under Section 3-109 of this Act,  
2 to participate in a police pension fund shall be an  
3 "employee", and (ii) any chief of police who elects to  
4 participate in this Fund under Section 3-109.1 of this  
5 Code, regardless of whether such person continues to be  
6 employed as chief of police or is employed in some other  
7 rank or capacity within the police department, shall be an  
8 employee under this Article for so long as such person is  
9 employed to perform police duties by a participating  
10 municipality and has not lawfully rescinded that election.

11 (c) Are contributors to or eligible to contribute to a  
12 Taft-Hartley pension plan to which the participating  
13 municipality is required to contribute as the person's  
14 employer based on earnings from the municipality. Nothing  
15 in this paragraph shall affect service credit or creditable  
16 service for any period of service prior to the effective  
17 date of this amendatory Act of the 98th General Assembly,  
18 and this paragraph shall not apply to individuals who are  
19 participating in the Fund prior to the effective date of  
20 this amendatory Act of the 98th General Assembly.

21 (d) Become an employee of any of the following  
22 participating instrumentalities on or after the effective  
23 date of this amendatory Act of the 99th General Assembly:  
24 the Illinois Municipal League; the Illinois Association of  
25 Park Districts; the Illinois Supervisors, County  
26 Commissioners and Superintendents of Highways Association;

1       an association, or not-for-profit corporation, membership  
2       in which is authorized under Section 85-15 of the Township  
3       Code; the United Counties Council; or the Will County  
4       Governmental League.

5       (3) All persons, including, without limitation, public  
6       defenders and probation officers, who receive earnings from  
7       general or special funds of a county for performance of  
8       personal services or official duties within the territorial  
9       limits of the county, are employees of the county (unless  
10      excluded by subsection (2) of this Section) notwithstanding  
11      that they may be appointed by and are subject to the direction  
12      of a person or persons other than a county board or a county  
13      officer. It is hereby established that an employer-employee  
14      relationship under the usual common law rules exists between  
15      such employees and the county paying their salaries by reason  
16      of the fact that the county boards fix their rates of  
17      compensation, appropriate funds for payment of their earnings  
18      and otherwise exercise control over them. This finding and this  
19      amendatory Act shall apply to all such employees from the date  
20      of appointment whether such date is prior to or after the  
21      effective date of this amendatory Act and is intended to  
22      clarify existing law pertaining to their status as  
23      participating employees in the Fund.

24      (Source: P.A. 97-429, eff. 8-16-11; 97-609, eff. 8-26-11;  
25      97-813, eff. 7-13-12; 98-712, eff. 7-16-14.)

1 (40 ILCS 5/15-106) (from Ch. 108 1/2, par. 15-106)

2 (Text of Section WITHOUT the changes made by P.A. 98-599,  
3 which has been held unconstitutional)

4 Sec. 15-106. Employer. "Employer": The University of  
5 Illinois, Southern Illinois University, Chicago State  
6 University, Eastern Illinois University, Governors State  
7 University, Illinois State University, Northeastern Illinois  
8 University, Northern Illinois University, Western Illinois  
9 University, the State Board of Higher Education, the Illinois  
10 Mathematics and Science Academy, the University Civil Service  
11 Merit Board, the Board of Trustees of the State Universities  
12 Retirement System, the Illinois Community College Board,  
13 community college boards, any association of community college  
14 boards organized under Section 3-55 of the Public Community  
15 College Act, the Board of Examiners established under the  
16 Illinois Public Accounting Act, and, only during the period for  
17 which employer contributions required under Section 15-155 are  
18 paid, the following organizations: the alumni associations,  
19 the foundations and the athletic associations which are  
20 affiliated with the universities and colleges included in this  
21 Section as employers. An individual who begins employment on or  
22 after the effective date of this amendatory Act of the 99th  
23 General Assembly with any association of community college  
24 boards organized under Section 3-55 of the Public Community  
25 College Act, the Association of Illinois Middle-Grade Schools,  
26 the Illinois Association of School Administrators, the

1 Illinois Association for Supervision and Curriculum  
2 Development, the Illinois Principals Association, the Illinois  
3 Association of School Business Officials, the Illinois Special  
4 Olympics, or an entity not defined as an employer in this  
5 Section shall not be deemed an employee for the purposes of  
6 this Article with respect to that employment and shall not be  
7 eligible to participate in the System with respect to that  
8 employment; provided, however, that those individuals who are  
9 both employed by such an entity and are participating in the  
10 System with respect to that employment on the effective date of  
11 this amendatory Act of the 99th General Assembly shall be  
12 allowed to continue as participants in the System for the  
13 duration of that employment.

14 A department as defined in Section 14-103.04 is an employer  
15 for any person appointed by the Governor under the Civil  
16 Administrative Code of Illinois who is a participating employee  
17 as defined in Section 15-109. The Department of Central  
18 Management Services is an employer with respect to persons  
19 employed by the State Board of Higher Education in positions  
20 with the Illinois Century Network as of June 30, 2004 who  
21 remain continuously employed after that date by the Department  
22 of Central Management Services in positions with the Illinois  
23 Century Network, the Bureau of Communication and Computer  
24 Services, or, if applicable, any successor bureau.

25 The cities of Champaign and Urbana shall be considered  
26 employers, but only during the period for which contributions

1 are required to be made under subsection (b-1) of Section  
2 15-155 and only with respect to individuals described in  
3 subsection (h) of Section 15-107.

4 (Source: P.A. 95-369, eff. 8-23-07; 95-728, eff. 7-1-08 - See  
5 Sec. 999.)

6 (40 ILCS 5/15-107) (from Ch. 108 1/2, par. 15-107)

7 (Text of Section WITHOUT the changes made by P.A. 98-599,  
8 which has been held unconstitutional)

9 Sec. 15-107. Employee.

10 (a) "Employee" means any member of the educational,  
11 administrative, secretarial, clerical, mechanical, labor or  
12 other staff of an employer whose employment is permanent and  
13 continuous or who is employed in a position in which services  
14 are expected to be rendered on a continuous basis for at least  
15 4 months or one academic term, whichever is less, who (A)  
16 receives payment for personal services on a warrant issued  
17 pursuant to a payroll voucher certified by an employer and  
18 drawn by the State Comptroller upon the State Treasurer or by  
19 an employer upon trust, federal or other funds, or (B) is on a  
20 leave of absence without pay. Employment which is irregular,  
21 intermittent or temporary shall not be considered continuous  
22 for purposes of this paragraph.

23 However, a person is not an "employee" if he or she:

24 (1) is a student enrolled in and regularly attending  
25 classes in a college or university which is an employer,



1 and is employed on a temporary basis at less than full  
2 time;

3 (2) is currently receiving a retirement annuity or a  
4 disability retirement annuity under Section 15-153.2 from  
5 this System;

6 (3) is on a military leave of absence;

7 (4) is eligible to participate in the Federal Civil  
8 Service Retirement System and is currently making  
9 contributions to that system based upon earnings paid by an  
10 employer;

11 (5) is on leave of absence without pay for more than 60  
12 days immediately following termination of disability  
13 benefits under this Article;

14 (6) is hired after June 30, 1979 as a public service  
15 employment program participant under the Federal  
16 Comprehensive Employment and Training Act and receives  
17 earnings in whole or in part from funds provided under that  
18 Act; or

19 (7) is employed on or after July 1, 1991 to perform  
20 services that are excluded by subdivision (a)(7)(f) or  
21 (a)(19) of Section 210 of the federal Social Security Act  
22 from the definition of employment given in that Section (42  
23 U.S.C. 410).

24 (b) Any employer may, by filing a written notice with the  
25 board, exclude from the definition of "employee" all persons  
26 employed pursuant to a federally funded contract entered into

1 after July 1, 1982 with a federal military department in a  
2 program providing training in military courses to federal  
3 military personnel on a military site owned by the United  
4 States Government, if this exclusion is not prohibited by the  
5 federally funded contract or federal laws or rules governing  
6 the administration of the contract.

7 (c) Any person appointed by the Governor under the Civil  
8 Administrative Code of the State is an employee, if he or she  
9 is a participant in this system on the effective date of the  
10 appointment.

11 (d) A participant on lay-off status under civil service  
12 rules is considered an employee for not more than 120 days from  
13 the date of the lay-off.

14 (e) A participant is considered an employee during (1) the  
15 first 60 days of disability leave, (2) the period, not to  
16 exceed one year, in which his or her eligibility for disability  
17 benefits is being considered by the board or reviewed by the  
18 courts, and (3) the period he or she receives disability  
19 benefits under the provisions of Section 15-152, workers'  
20 compensation or occupational disease benefits, or disability  
21 income under an insurance contract financed wholly or partially  
22 by the employer.

23 (f) Absences without pay, other than formal leaves of  
24 absence, of less than 30 calendar days, are not considered as  
25 an interruption of a person's status as an employee. If such  
26 absences during any period of 12 months exceed 30 work days,

1 the employee status of the person is considered as interrupted  
2 as of the 31st work day.

3 (g) A staff member whose employment contract requires  
4 services during an academic term is to be considered an  
5 employee during the summer and other vacation periods, unless  
6 he or she declines an employment contract for the succeeding  
7 academic term or his or her employment status is otherwise  
8 terminated, and he or she receives no earnings during these  
9 periods.

10 (h) An individual who was a participating employee employed  
11 in the fire department of the University of Illinois's  
12 Champaign-Urbana campus immediately prior to the elimination  
13 of that fire department and who immediately after the  
14 elimination of that fire department became employed by the fire  
15 department of the City of Urbana or the City of Champaign shall  
16 continue to be considered as an employee for purposes of this  
17 Article for so long as the individual remains employed as a  
18 firefighter by the City of Urbana or the City of Champaign. The  
19 individual shall cease to be considered an employee under this  
20 subsection (h) upon the first termination of the individual's  
21 employment as a firefighter by the City of Urbana or the City  
22 of Champaign.

23 (i) An individual who is employed on a full-time basis as  
24 an officer or employee of a statewide teacher organization that  
25 serves System participants or an officer of a national teacher  
26 organization that serves System participants may participate

1 in the System and shall be deemed an employee, provided that  
2 (1) the individual has previously earned creditable service  
3 under this Article, (2) the individual files with the System an  
4 irrevocable election to become a participant before the  
5 effective date of this amendatory Act of the 97th General  
6 Assembly, (3) the individual does not receive credit for that  
7 employment under any other Article of this Code, and (4) the  
8 individual first became a full-time employee of the teacher  
9 organization and becomes a participant before the effective  
10 date of this amendatory Act of the 97th General Assembly. An  
11 employee under this subsection (i) is responsible for paying to  
12 the System both (A) employee contributions based on the actual  
13 compensation received for service with the teacher  
14 organization and (B) employer contributions equal to the normal  
15 costs (as defined in Section 15-155) resulting from that  
16 service; all or any part of these contributions may be paid on  
17 the employee's behalf or picked up for tax purposes (if  
18 authorized under federal law) by the teacher organization.

19 A person who is an employee as defined in this subsection  
20 (i) may establish service credit for similar employment prior  
21 to becoming an employee under this subsection by paying to the  
22 System for that employment the contributions specified in this  
23 subsection, plus interest at the effective rate from the date  
24 of service to the date of payment. However, credit shall not be  
25 granted under this subsection for any such prior employment for  
26 which the applicant received credit under any other provision

1 of this Code, or during which the applicant was on a leave of  
2 absence under Section 15-113.2.

3 (j) A person employed by the State Board of Higher  
4 Education in a position with the Illinois Century Network as of  
5 June 30, 2004 shall be considered to be an employee for so long  
6 as he or she remains continuously employed after that date by  
7 the Department of Central Management Services in a position  
8 with the Illinois Century Network, the Bureau of Communication  
9 and Computer Services, or, if applicable, any successor bureau  
10 and meets the requirements of subsection (a).

11 (k) In the case of doubt as to whether any person is an  
12 employee within the meaning of this Section or any rule adopted  
13 by the Board, the decision of the Board shall be final.

14 (Source: P.A. 97-651, eff. 1-5-12.)

15 (40 ILCS 5/16-106) (from Ch. 108 1/2, par. 16-106)

16 (Text of Section WITHOUT the changes made by P.A. 98-599,  
17 which has been held unconstitutional)

18 Sec. 16-106. Teacher. "Teacher": The following  
19 individuals, provided that, for employment prior to July 1,  
20 1990, they are employed on a full-time basis, or if not  
21 full-time, on a permanent and continuous basis in a position in  
22 which services are expected to be rendered for at least one  
23 school term:

24 (1) Any educational, administrative, professional or  
25 other staff employed in the public common schools included

1 within this system in a position requiring certification  
2 under the law governing the certification of teachers;

3 (2) Any educational, administrative, professional or  
4 other staff employed in any facility of the Department of  
5 Children and Family Services or the Department of Human  
6 Services, in a position requiring certification under the  
7 law governing the certification of teachers, and any person  
8 who (i) works in such a position for the Department of  
9 Corrections, (ii) was a member of this System on May 31,  
10 1987, and (iii) did not elect to become a member of the  
11 State Employees' Retirement System pursuant to Section  
12 14-108.2 of this Code; except that "teacher" does not  
13 include any person who (A) becomes a security employee of  
14 the Department of Human Services, as defined in Section  
15 14-110, after June 28, 2001 (the effective date of Public  
16 Act 92-14), or (B) becomes a member of the State Employees'  
17 Retirement System pursuant to Section 14-108.2c of this  
18 Code;

19 (3) Any regional superintendent of schools, assistant  
20 regional superintendent of schools, State Superintendent  
21 of Education; any person employed by the State Board of  
22 Education as an executive; any executive of the boards  
23 engaged in the service of public common school education in  
24 school districts covered under this system of which the  
25 State Superintendent of Education is an ex-officio member;

26 (4) Any employee of a school board association

1 operating in compliance with Article 23 of the School Code  
2 who is certificated under the law governing the  
3 certification of teachers, provided that he or she becomes  
4 such an employee before the effective date of this  
5 amendatory Act of the 99th General Assembly;

6 (5) Any person employed by the retirement system who:

7 (i) was an employee of and a participant in the  
8 system on August 17, 2001 (the effective date of Public  
9 Act 92-416), or

10 (ii) becomes an employee of the system on or after  
11 August 17, 2001;

12 (6) Any educational, administrative, professional or  
13 other staff employed by and under the supervision and  
14 control of a regional superintendent of schools, provided  
15 such employment position requires the person to be  
16 certificated under the law governing the certification of  
17 teachers and is in an educational program serving 2 or more  
18 districts in accordance with a joint agreement authorized  
19 by the School Code or by federal legislation;

20 (7) Any educational, administrative, professional or  
21 other staff employed in an educational program serving 2 or  
22 more school districts in accordance with a joint agreement  
23 authorized by the School Code or by federal legislation and  
24 in a position requiring certification under the laws  
25 governing the certification of teachers;

26 (8) Any officer or employee of a statewide teacher

1 organization or officer of a national teacher organization  
2 who is certified under the law governing certification of  
3 teachers, provided: (i) the individual had previously  
4 established creditable service under this Article, (ii)  
5 the individual files with the system an irrevocable  
6 election to become a member before the effective date of  
7 this amendatory Act of the 97th General Assembly, (iii) the  
8 individual does not receive credit for such service under  
9 any other Article of this Code, and (iv) the individual  
10 first became an officer or employee of the teacher  
11 organization and becomes a member before the effective date  
12 of this amendatory Act of the 97th General Assembly;

13 (9) Any educational, administrative, professional, or  
14 other staff employed in a charter school operating in  
15 compliance with the Charter Schools Law who is certificated  
16 under the law governing the certification of teachers;

17 (10) Any person employed, on the effective date of this  
18 amendatory Act of the 94th General Assembly, by the  
19 Macon-Piatt Regional Office of Education in a  
20 birth-through-age-three pilot program receiving funds  
21 under Section 2-389 of the School Code who is required by  
22 the Macon-Piatt Regional Office of Education to hold a  
23 teaching certificate, provided that the Macon-Piatt  
24 Regional Office of Education makes an election, within 6  
25 months after the effective date of this amendatory Act of  
26 the 94th General Assembly, to have the person participate



1 in the system. Any service established prior to the  
2 effective date of this amendatory Act of the 94th General  
3 Assembly for service as an employee of the Macon-Piatt  
4 Regional Office of Education in a birth-through-age-three  
5 pilot program receiving funds under Section 2-389 of the  
6 School Code shall be considered service as a teacher if  
7 employee and employer contributions have been received by  
8 the system and the system has not refunded those  
9 contributions.

10 An annuitant receiving a retirement annuity under this  
11 Article or under Article 17 of this Code who is employed by a  
12 board of education or other employer as permitted under Section  
13 16-118 or 16-150.1 is not a "teacher" for purposes of this  
14 Article. A person who has received a single-sum retirement  
15 benefit under Section 16-136.4 of this Article is not a  
16 "teacher" for purposes of this Article.

17 (Source: P.A. 97-651, eff. 1-5-12; 98-463, eff. 8-16-13.)